

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**Case  
10-CA-220724Date Filed  
May 23, 2018**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer FreightCar America Inc.	b. Tel. No. (256) 370-5500
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 1200 Haley Dr AL Cherokee 35616-5369	e. Employer Representative Rodney Atkins Human Resources Director
	g. e-Mail ratkins@freightcar.net
	h. Number of workers employed 500
i. Type of Establishment (factory, mine, wholesaler, etc.) Railroads	j. Identify principal product or service Production of Railroad Freight Cars
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  --See additional page--	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Thomas Eugene Fisher Title: International Representative Interantional Association Of Sheet Metal Air Rail Transportation Workers	
4a. Address (Street and number, city, state, and ZIP code)  8882 Red Creek Dr S AL Semmes 36575-4474	4b. Tel. No. (251) 752-2616
	4c. Cell No. (251) 752-2616
	4d. Fax No.
	4e. e-Mail tfisher@smart-union.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By Thomas Eugene Fisher (signature of representative or person making charge)	Thomas Eugene Fisher Title: International Representative (Print/type name and title or office, if any)
8882 Red Creek Dr S Address Semmes AL 36575-4474	05/23/2018 08:16:39 (date)
	Tel. No. (251) 752-2616
	Office, if any, Cell No. (251) 752-2616
	Fax No.
	e-Mail tfisher@smart-union.org

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

## Basis of the Charge

### 8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Different set of Work Rules	(b) (6), (b) (7)(C) 2018

### 8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Different Set of Work Rules	(b) (6), (b) (7)(C), 2018